

## Health and Safety Policy

The Board and senior management of Letourneau Heritage Consulting Inc. (LHC) are vitally interested in the health and safety of its workers. Protection of workers from injury or occupational disease is paramount to everyone's well-being at work.

LHC will make every effort to provide a safe, healthy work environment. All employers, supervisors and workers must be dedicated to the continuing objective of preventing the possibility of injury or illness in their work.

LHC, as employer, is ultimately responsible for worker health and safety. Management and the Board of Directors give you our personal commitment that we will comply with our duties under the Occupational Health and Safety Act, such as taking every reasonable precaution for the protection of workers in the workplace.

Supervisors will be held accountable for the health and safety of workers under their supervision. Supervisors are subject to various duties in the workplace, including the duty to ensure that equipment is safe and that workers work in compliance with established safe work practices and procedures.

Every worker must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the employer. Workers will receive information, training and competent supervision in their specific work tasks to protect their health and safety. Workers will be required to support this organization's health and safety program and to cooperate with the Joint Occupational Health and Safety Committee (JOHSC) or Health & Safety Representative and with others exercising authority under the applicable laws. LHC recognizes the worker's duty to identify hazards and supports and encourages workers to play an active role in identifying hazards and to offer suggestions or ideas to improve the health and safety program.

LHC through all levels of management, will cooperate with the JOHSC or the Health & Safety Representative and workers to create a healthy and safe work environment. Cooperation should also be extended to others such as associates and sub-contractors who work in partnership with LHC.

It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from the president to the workers.

Signed or approved by:



**Marcus Létourneau, PhD, MCIP, RPP, CAHP**  
Managing Principal | President, Board of  
Directors



**Christienne Uchiyama, MA, CAHP**  
Principal | Vice-President, Board of Directors